

**MEMORANDUM OF AGREEMENT
BETWEEN GODDARD SPACE FLIGHT CENTER,
WALLOPS FLIGHT FACILITY
&
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
LOCAL 1923**

This Memorandum of Agreement (MoA) is entered into, by and between, Goddard Space Flight Center (GSFC), Wallops Flight Facility (WFF) ("Employer" or "Agency") and the American Federation of Government Employees (AFGE), Local 1923 ("Union"), also referred to as the parties.

The purpose of this MoA is to identify the agreement of the parties to accept and implement the changes of the Agency's Employee Performance Communication System (EPCS) as outlined in the National Aeronautical Space Administration, Washington, DC and the Labor Caucus of the Labor management Forum MoA Addendum signed March 25, 2013.

Where there are conflicts between this MoA and Article 20, *Performance Appraisal*, of the current Collective Bargaining Agreement (CBA) between the parties (currently found at http://ohcm.gsfc.nasa.gov/Labor_Relations/AFGE/afgear20.htm), the provisions of this MoA supersedes. Otherwise, the term CBA takes precedence.

The EPCS changes are as follows:

1. Effective in the 2012-13 appraisal period, summary ratings will be determined by calculating the average of 3, 4, and 5 element ratings with the following thresholds:
 - 3.0 - 3.9999 = 3 summary rating
 - 4.0 - 4.9999 = 4 summary rating
 - 5.0 = 5 summary rating
 - If any element is rated 2, the summary rating is a 2
 - If any element is rated 1, the summary rating is a 1
2. Effective beginning with the 2013-14 appraisal cycle, individual performance elements will be rated at one of three levels:
 - Substantively Exceeds Expectations (Level 5) – Performance that consistently exceeds the performance standards to a substantial degree for the element.
 - Meets Expectations (Level 3) – Performance that fully and consistently meets the performance standards identified for the element.
 - Fails to Meet Expectations (Level 1) – Performance that fails to meet the established performance standards for the element.

Needs Improvement (Level 2) will be eliminated at both the element and summary rating levels. Summary ratings will be determined by calculating the average of 3 and 5 element ratings with the following thresholds:

- 3.0 - 3.9999 = Fully Successful (Level 3) summary rating
- 4.0 - 4.9999 = Accomplished (Level 4) summary rating
- 5.0 = Distinguished (Level 5) summary rating

- If any element is rated 1, the summary rating is Unacceptable (Level 1)


This change in the EPCS rating structure is not intended to alter the overall distribution of ratings.

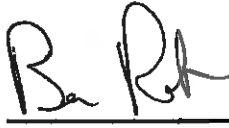
Nothing in this Agreement is intended to conflict with current law or regulation. If a term of this Agreement is inconsistent with such authority, then that term shall be invalid, but the remaining terms and conditions of this Agreement shall remain in full force and effect. Any future changes to the Agency EPCS that are contrary to this agreement shall be submitted to the Union for their review.

The parties agree to this MoA as written above.

FOR AGENCY:

FOR AFGE LOCAL 1923:


For Linda Ledman DATE 4/11/2013
Labor Relations Officer (Acting)
GSFC


Ben Robbins 4-11-13
Vice President DATE
AFGE, Local 1923